

APPRENTICESHIP IN HEALTH CARE?

California Division of Apprenticeship Standards (DAS)
Labor & Workforce Development Agency (LWDA)

What is Apprenticeship?

“Apprenticeship” is a formal, structured, rigorous training program comprised of:

Two Components:

- Supervised, paid, **on-the-job training** (“work processes”), and
- Formal, post-secondary **classroom instruction** (related and supplemental instruction – “RSI”) at a local educational agency (“LEA”) community college.

What is an “Apprenticeable Occupation?”

“An apprenticeable occupation is one which requires **independent judgment** and the application of manual, technical, or **professional skills** and is best learned through an organized system of **on-the-job training** together with **related and supplemental instruction.**”

(8 CCR 205)

Sample Health Care Apprenticeable Occupations

- Emergency Medical Technician (EMT)
- Certified Nursing Assistant
- Licensed Practical Nurse
- Medical Assistant
- Orthotics Technician
- Medical Laboratory Technician
- Psychiatric Technician
- Surgical Technologist
- Paramedic
- Pharmacist Assistant
- Podiatric Assistant
- Prosthetics Technician
- Radiology Technician
- Phlebotomist

Benefits of Apprenticeship

- Meet current & anticipated skill shortages; incrementally replenish retiring workforce.
- Custom-designed, industry-driven training -- to meet *specific* employer needs – both for number of workers & particular skills needed.
- Create career pathways for existing employees which instill employee loyalty & reduce turnover.

Apprenticeship is Cost-Efficient

- For every \$1.00 invested in an apprentice, that apprentice brings \$1.40 in revenue – 40% ROI. (Canada, 2006)
- Graduated wage schedule keep costs down—pay is commensurate with skill/experience level attained. Wages rise as verified/validated skills and knowledge increase.
- Reduces recruitment costs & lowers employee turnover

State Resources Available

- Both the Health Care Industry & “Earn & Learn” models of training, such as apprenticeship, are *strategic priorities* of the CWIB and local WIBs.
- Employment Training Panel (ETP) has expanded its “Pilot Apprenticeship Program” funding.
- \$5.06 per hour available for all registered apprentices to LEAs (community colleges) for RSI.
- State and local consultative services are available free from DAS for apprenticeship program design and linkage with local community colleges.

DOL-ETA Strategic Priorities: Apprenticeship & Health Care

U.S. Department of Labor, Employment & Training Administration, Office of Apprenticeship
Strategic decision in 2003 -- to introduce the apprenticeship model to Health Care industry – as part of “Advancing Apprenticeship System” initiative of the President’s “High Growth Jobs Training Initiative.”

The Health Care Industry

- One of the nation's largest industries.
- Anticipated growth of 30% (compared with 15% employment total growth).
- 10 of 20 occupations projected to grow the fastest are in health services.
- Most jobs in health care require less than 4 yrs college, but most require at least a 2-year technical degree.

(Bureau of Labor Statistics, 2004)

DOL Grants in Health Care

- 2003 – “Council for Adult and Experiential Learning” (CAEL) received an 18-month grant to design & implement a nursing career lattice program (CNA-LPN-RN).
- (in Houston, Sioux Falls, South Dakota, Chicago, Washington State, Kentucky, Maryland, Georgia, Michigan, Virginia)
- In partnership with state and local Workforce Investment Boards (WIBs)

Conclusion

Apprenticeship in Health Care Occupations --
an idea whose time has come,
to meet today's skill shortages challenges,
provide well-paid career opportunities for
California workers, and build California's economy.

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